Career Building

Through Competency Architecture

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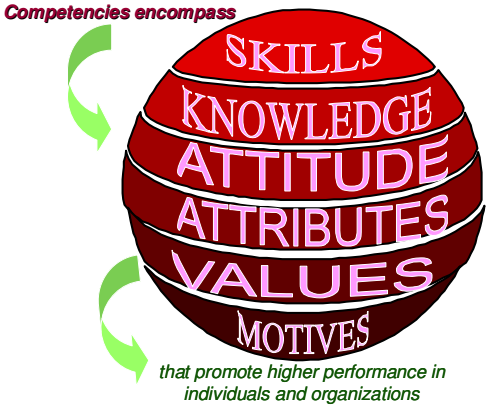
4

What is Competency?



What is effective job behaviour for the business success? Structure of competency model address this. Competencies specify the what one must know, what he must be able to perform, what are the attributes that must be possessed, and what must be the underpinning principles based on which the overall actions are taken to produce desired results. A competency is the holistic application of Skill, Knowledge, Attitude, Attribute, Values and Motives that promote higher performance in individuals and organizations. Let us examine these factors in detail.

***'Skill'** is like a software hardwired to brain. The competencies such as interpersonal relations, planning and prioritizing, teamwork can be developed focusing more on the skill component. Sill competencies can be developed through training, by reading, coaching and on providing tips.*

***Knowledge** is expertise acquired using skills through experience or education. It is theoretical or practical understanding of a subject, fact, information or experience gained by situation. This component is something, which has to be acquired by proper exposures in learning lessons from success and failure. Decision-making, integrity and ethics draws more in to knowledge component.*

***Attitude** is the mindset that underpins the way a person feels, thinks and acts. **Attribute** is a personal mannerism, style or character tics such a speed, memory, tolerance etc. **Values** are human emotions that underpin our choices and the means, through which we achieve those needs. **Motives** are known and unknown forces which make us to desire, aspire and chose what we need and what we don't need*

Competency is a combination of all these factors that promotes higher performance in individuals

A competency coach operates on a clear understanding of causal flow of competencies. The causal flow model can be represented in a simple equation; Behavior +Actions = results

The 'behavior' encapsulates the intension, willingness of a person to carry out work, his motive and self-concept. It drives the action part, which consists of functional knowledge, skill and execution. This combination produces outcome. Hence it is important to identify which behavioral or functional aspects yields desired results.

The Causal flow links employee capability and the final results. Employee capability is known by analyzing how capable is an employee at a given time and where he would like to move up by developing competencies required to achieve job demands. The difference between where I am and where I want to be is the competency gap, which should be addressed by a developmental plan